

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
NOVEMBER 2012



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	Jan 2012	Feb 2012	Mar 2012	Apr 2012	May 2012	June 2012	July 2012	Aug 2012	Sept 2012	Oct 2012	Nov 2012	Dec 2012	Year to Date
Total Number of Inquiries	305	366	381	419	377	279	354	344	285	375	303		3788
Number of Complaints Drafted	61	69	64	103	103	72	66	42	60	59	45		744
% of inquiries drafted	20%	19%	17%	25%	27%	26%	19%	12%	21%	16%	15%		20%
Employment	43	54	45	58	81	52	52	32	49	49	29		544
Housing (Real Estate)	6	4	3	8	5	7	9	4	4	4	0		54
Public Accommodation	2	4	4	5	12	3	2	5	6	0	14		57
Credit	0	0	0	0	0	0	0	0	0	0	0		0
Education	3	2	3	3	5	4	3	1	1	2	0		27
Unknown	7	5	9	37	0	6	0	0	0	0	0		64
Number of Complaints Formalized	85	84	95	73	99	67	69	66	46	51	63		798
Employment	75	67	73	57	73	47	54	43	29	40	38		596
Transferred from EEOC*	23	17	7	1	4	0	4	2	1	1	8		68
Housing (Real Estate)	4	8	14	6	16	6	8	14	11	9	3		99
Transferred from HUD**	1	2	1	1	5	1	3	3	2	3	2		24
Public Accommodation	6	4	5	8	7	12	4	7	5	1	21		80
Credit	0	0	0	0	0	0	0	0	0	0	0		0
Education	0	5	3	2	3	2	3	2	1	1	1		23

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	Jan 2012	Feb 2012	Mar 2012	Apr 2012	May 2012	June 2012	July 2012	Aug 2012	Sept 2012	Oct 2012	Nov 2012	Dec 2012	Year to Date
Total Number of Inquiries by Region	305	366	381	419	377	279	354	344	285	375	303		3788
Region 1	40	51	38	53	46	44	30	38	45	42	46		473
Region 2	22	36	38	40	26	20	27	30	23	35	19		316
Region 3	11	13	22	31	22	14	25	23	11	29	25		226
Region 4	7	11	12	13	10	11	12	21	10	24	15		134
Region 5	132	146	156	158	148	110	151	140	120	138	116		1515
Region 6	26	37	35	35	32	19	34	30	20	40	23		331
Region 7	18	12	18	21	29	16	15	17	14	17	14		191
Region 8	18	19	19	11	24	20	20	15	12	15	19		192
Region 9	17	19	16	28	27	19	35	20	22	22	25		250
Unknown	14	22	27	29	13	6	5	10	8	13	1		148

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	Jan 2012	Feb 2012	Mar 2012	Apr 2012	May 2012	June 2012	July 2012	Aug 2012	Sept 2012	Oct 2012	Nov 2012	Dec 2012	Year to Date
% of Aged Cases by Area													
Employment	20%	20%	25%	22%	26%	27%	16%	18%	15%	18%	16%		20%
Housing (Real Estate)	0%	19%	12%	15%	0%	0%	0%	3%	9%	6%	3%		6%
Public Accommodation	19%	22%	20%	25%	27%	13%	7%	6%	2%	7%	7%		14%
Credit	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%
Education	14%	17%	20%	14%	35%	25%	18%	27%	29%	21%	25%		22%
Open Cases by Area													
Employment	369	392	429	433	444	449	425	340	331	317	297		
Housing (Real Estate)	53	47	47	41	52	41	45	51	50	51	44		
Public Accommodation	50	53	56	61	57	62	62	42	50	38	54		
Credit	0	0	0	0	0	0	0	0	0	0	0		
Education	20	24	27	28	25	27	30	22	22	22	20		

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	Jan 2012	Feb 2012	Mar 2012	Apr 2012	May 2012	June 2012	July 2012	Aug 2012	Sept 2012	Oct 2012	Nov 2012	Dec 2012	Year to Date
Number of Cases Closed	62	42	46	73	64	66	88	152	40	68	71		772
Employment	42	27	31	55	45	38	75	106	33	47	51		550
Housing (Real Estate)	10	13	13	13	3	21	9	11	7	6	12		118
Public Accommodation	7	1	2	2	12	5	4	25	0	13	5		76
Education	3	1	0	3	4	1	0	10	0	2	3		27
Credit	0	0	0	0	0	1	0	0	0	0	0		1
Type of Closure													
NPC	43	31	37	56	45	40	60	129	28	52	47		568
CWS	8	6	5	9	11	9	13	9	5	7	10		92
CW	3	1	2	4	5	6	2	4	1	6	6		40
AD	3	4	1	0	3	3	7	5	3	1	3		33
FO	5	0	1	4	0	8	6	5	3	2	5		39

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	Jan 2012	Feb 2012	Mar 2012	Apr 2012	May 2012	June 2012	July 2012	Aug 2012	Sept 2012	Oct 2012	Nov 2012	Dec 2012	Year to Date
Probable/Reasonable Cause Findings	12	2	4	5	4	6	6	8	3	2	5		57
Employment	9	2	3	2	3	6	3	6	2	1	4		41
Housing (Real Estate)	3	0	1	3	0	0	1	1	1	0	1		11
Public Accommodation	0	0	0	0	0	0	2	1	0	1	0		4
Education	0	0	0	0	1	0	0	0	0	0	0		1
Credit	0	0	0	0	0	0	0	0	0	0	0		0
Active Cases	45	48	44	49	54	59	59	58	59	59	51		
Employment	24	28	29	32	34	38	37	35	36	34	29		
Housing (Real Estate)	9	9	7	9	11	12	12	13	13	13	13		
Public Accommodation	6	6	5	5	5	6	7	7	7	7	7		
Education	6	5	3	3	4	3	3	3	3	5	2		
Credit	0	0	0	0	0	0	0	0	0	0	0		
Average Age of Cases since NOF*													

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Sayers v. Primex Plastics is an employment case based on sex. Complainant alleged that she was denied employment due to her sex.

White v. Indianapolis Colts Grille is an employment case based on race. Complainant alleged that she was terminated due to her race.

Dotts v. DR Poultry Sexing Service, Inc. is an employment case based on sex. Complainant alleged that she was subjected to sexual harassment.

Slack v. Arlo Price 1.99 Any Garment Cleaner is an employment case based on sex. Complainant alleged that she was subjected to sexual harassment.

Llanos v. Meridian Court is a housing case based on disability. Complainant alleged that she was denied a reasonable accommodation for her daughter.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Duncan v. Indiana Mentors is an employment case based on race. Complainant alleged that she was terminated because of her race. The Administrative Law Judge found in favor of the Complainant.

Adams v. Fas Pak is an employment case based on race. Complainant alleged that he was terminated because of his race. The case was closed with a settlement.

Bottomley v. Red Woolf Lodge is an employment case based on sex. Complainant alleged that she was terminated because she was pregnant. The Administrative Law Judge found in favor of the Complainant.

McHenry v. Super 8 Motel is an employment case based on sex. Complainant alleged that she quit due to sexual harassment. The case was closed with a settlement.

Worley v. M. Investments is a housing case based on familial status. Complainant alleged that she was evicted because she was pregnant. The Administrative Law Judge found in favor of the Respondent.

Legal Updates

This section provides information on legal news, passing or changes in law and other state and local laws affecting The Commission.

Articles of Interest:

IU to honor Bill Garrett, the first African American to play basketball in the Big 10 (Nov. 7, 2012)

<http://newsinfo.iu.edu/news/page/normal/23424.html>

Senor Frog's, Altres Sued by EEOC for Severe, Rampant Sexual Harassment (Nov. 2, 2012)

<http://www.eeoc.gov/eeoc/newsroom/release/11-2-12.cfm>

ICRC to host Fair Housing workshop in Corunna (Oct. 31, 2012)

<http://www.in.gov/icrc/2638.htm>

Elkhart hosting Indiana NAACP Conference (Oct. 26, 2012)

<http://www.abc57.com/news/local/Elkhart-to-host-Indiana-NAACP-conference--175775391.html>

[Owners of Albuquerque-Area IHOPs to Settle EEOC Sexual Harassment Suit for \\$1 Million](#) (11/13/2012, EEOC.gov)

[A blind eye toward guide dog discrimination](#) (11/13/2012, The Washington Post)

[Women, Hispanic Farmers Say Discrimination Continues In Settlement](#) (11/13/2012, Boise State Public Radio)

[Interstate Distributor Company to Pay Nearly \\$5 Million to Settle EEOC Disability Suit](#) (11/9/2012, EEOC.gov)

[City considering fair housing law](#) (11/20/2012, The Reporter Times)

Four decades after federal legislation was created, Martinsville might have a fair housing ordinance for the first time by the end of the year.

[EEOC releases performance and accountability report under new strategic plan](#) (11/19/2012, EEOC.gov)

The U.S. Equal Employment Opportunity Commission (EEOC) finished fiscal year 2012 with record high monetary recoveries for victims of discrimination, as well as a significant decrease in its inventory of pending cases, the agency announced.

[Photos sought for use in African-American landmarks tour](#) (11/14/2012, South Bend Tribune)

Photos are being sought for use in developing a South Bend African-American landmarks tour. The tour will highlight several sites in the community that are important to local black history.

[Indiana Commission for Women seeks Nominations for 2013 Torchbearer Awards](#) (11/13/2012, Indianapolis Recorder)

The Indiana Commission for Women (ICW) is seeking nominations for the 2013 Torchbearer Awards. The State of Indiana's most prestigious recognition of women, Indiana Torchbearers are those women who have stepped forward as leaders by breaking down barriers to women's full participation.

[Commissioners OK update to housing ordinance](#) (10/29/2012, The Republic)

Under an ordinance approved last month, the definition of "family" in Bartholomew County's fair housing ordinance will match changes adopted July 1 by the federal government. Besides age, religion and race, the revision ordinance also forbids discrimination against "families regardless of the actual or perceived sexual orientation, gender identity or marital status of its members."

[Desegregating Indiana](#) (10/22/2012, Indiana University Libraries)

The other day we stumbled upon a pretty cool map here in ET2. It was made by the Indiana Civil Rights Commission and shows the change in Black/White racial distribution over time in Indianapolis.